



**Minnesota Board of Dentistry**

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## **Statement of Support for a Statewide Culture of Learning, Justice, and Accountability**

Given that:

- Errors in the practice of dentistry and patient safety are a national concern to all involved in dental health care delivery
- We are legally and/or ethically obligated to hold individuals accountable for their competency and behaviors that impact patient care
- A punitive environment does not fully take into account systems issues, and a blame free environment does not hold individuals appropriately accountable

We resolve that our Board will:

- Strive for a culture that balances the need for a non-punitive learning environment with the equally important need to hold persons accountable for their actions
- Seek to judge the behavior, not the outcome
- Promote a just culture that focuses on distinguishing between human error, at-risk behavior, and intentional reckless behavior
- Foster a learning environment that encourages the identification and review of all errors, near-misses, adverse events, and system weaknesses
- Promote the use of a wide range of responses to dental patient safety-related events caused by lapses in human behavior, including coaching, non-disciplinary counseling, additional education or training, demonstration of competency, additional supervision and oversight and disciplinary action when appropriate to address performance issues
- Support and implement systems that enable safe behavior to prevent harm
- Work to share information across organizations to promote continuous improvement and ensure the highest level of patient and staff safety
- Collaborate in efforts to establish a statewide culture of learning, justice, and accountability to provide the safest possible environment for dental patients

Adopted 10/13/17